

**Appendix "D" Stipend for Participation in Professional Development Staff Meetings**

The Board and Association agree to set-aside funds for active participation in designated staff meetings (not to include informational meetings) on topics directly related to building school improvement goals/strategies, curriculum development, or assessment work. These funds, determined by the formula below, shall be available from September through June:

$$[(\text{base salary}) * (0.50\%) * (\text{number of certified staff/FTE on September Count Day})]$$

These funds may be used to pay a teacher an end-of-year stipend based on the following formula:

$$[(\text{base salary}) * (0.50\%) * (\text{percentage of staff meetings in which teacher participated})]$$

The designated staff meetings shall involve approximately four hours per month (not to exceed 4 hours per month). Typically, a designated staff meeting will be scheduled three times per month, and will be approximately 80 minutes in length (not to exceed 80 minutes per meeting). The total number of designated staff meetings shall not exceed 40 per year.

Any stipend earned shall be paid in the last pay of June.

The teacher must be an active participant in the staff meeting for the full meeting time to receive credit for participating for the purpose of calculating the end-of-year stipend. Participation will be measured by the production of an appropriate document related to the building school improvement goals/strategies, curriculum development, or assessment work designated by the building school improvement leadership team or building principal for that meeting.

Each participating teacher must sign the "Participant Sign-In Sheet" at the beginning of the staff meeting. If a teacher fails to sign the sheet on the day of the meeting (or within two work days) the teacher shall be considered to have not participated in that meeting.

First pay in June  
.5% of base  
paid to all  
members of LEA.

*[Handwritten signature]*  
10/17/11  
H. W. McChes  
10/17/11

Clare DeGraaf  
*[Handwritten signature]*  
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MSWJZ